

Recruitment & Training Committee Meeting

Agenda

Thursday, May 21, 2019

10 a.m.

Civic Center Plaza Building-9th Floor, Suite 924

1200 Third Avenue

San Diego, CA 92101

- I. Welcome/Call to Order (Committee Chair Maria Nieto-Senour)
- II. Purpose of Recruitment & Training Committee Meeting – This is a Standing Committee of the Community Review Board on Police Practices (CRB) which supports activities to recruit new members for the CRB, inform interested individuals about the CRB, and provide training to the selected prospective members of the CRB.
- III. Non-Agenda Public Comment
- IV. Approval of the May 9, 2019 Committee Meeting Minutes (Maria Nieto-Senour)
- V. CRB Training Academy (Committee Chair Maria Nieto-Senour)
 - A. Implementation Process/Procedure
 - B. Marketing/Outreach
 - C. Timeline
 - D. Interested Candidates
- VI. Update on Interview Panel Improvements (Maria Nieto-Senour)
 - A. Revise Interview Questions
 - i. Circulate to the CRB for input (Sheila Holtrop)
 - ii. Validate Per Equal Employment Opportunity Guidelines for questioning (Sharmaine Moseley)
 - B. Involvement of Organizations to Participate on Panel
- VII. Status of Recruitment Script/Information Card (Taura Gentry)

VIII. Status of Recruitment Information Card (Taura Gentry)

Name	Phone#	Email
Zip Code		
Council District		

IX. Report on CRB Liaison for Local Leadership Training Programs

- A. Center on Policy Initiatives' Boards and Commissions Leadership Institute (**Chair Maria Nieto-Senour**)
- B. San Diego Leadership Alliance (**Doug Case**)
- C. San Diego LGBT Community Centers Young Professionals Council Academy (**Doug Case**)
- D. United Way's Emerging Leaders Council (**Sheila Holtrop**)
- E. Mid-City Community Action Network Boards and Commissions Leadership Training Program – (**Chair Maria Nieto-Senour**)
- F. LEAD San Diego Public Leadership Institute – (**CRB Chair Joe Craver and/or Doug Case**)

X. Adjournment

Materials Provided:

- Minutes from Recruitment & Training Committee Meeting on May 9, 2019 DRAFT

Public Comment on an Action/Discussion Item: If you wish to address the Board on an item on today's agenda, please complete a speaker form (on the table near the door) and give it to the Board's Executive Director before the Board hears the agenda item. You will be called to express your comment at the time the item is heard. Please note, however, that you are not required to register your name or provide other information to the Board in order to attend our public session or to speak.

Public Comment on Committee/Staff Reports: Public comment on reports by Board Committees or staff may be heard on items which are specifically noticed on the agenda.

Public Comment on Matters Not on the Agenda: If you wish to address the Board on any matter within the jurisdiction of the Board that is not listed on today's agenda, you may do so during the PUBLIC COMMENT period during the meeting. Please complete a speaker form (on the table near the door) and

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give it to the Board's Executive Director. The Board will listen to your comments. However, California's open meeting laws do not permit the Board to take any action on the matter at today's meeting. At its discretion, the Board may refer the matter to staff, to a Board committee for discussion and/or resolution or place the matter on a future Board agenda. The Board cannot hear specific complaints against named individual officers at open meetings.

Comments from individuals are limited to two (2) minutes per speaker, or less at the discretion of the Chair. At the discretion of the Chair, if a large number of people wish to speak on the same item, comment may be limited to a set period of time per item. If you would like to have an item considered for placement on a future Board agenda, please contact the Executive Director at (619) 236-6296. The Director will consult with the Board Chair who may place the item on a future Board agenda. If you or your organization would like to have the Board meet in your neighborhood or community, please call the Executive Director at (619) 236-6296.

This agenda will be made available in alternate formats upon request, as required by the Americans with Disabilities Act of 1990 (42 U.S.C. Sec. 12132), and the federal rules and regulations adopted in implementation thereof. Requests for disability related modifications or accommodations required to facilitate meeting participation, including requests for auxiliary aids, services or interpreters, should be forwarded to communityreviewboard@sandiego.gov, or call (619) 236-6296.

Recruitment & Training Committee

Meeting Minutes

Thursday, May 9, 2019

10 a.m. - 11 a.m.

Civic Center Plaza Building – 9th Floor, Suite 924

1200 Third Avenue

San Diego, CA 92101

Present: Committee Chair Maria Nieto-Senour, Chair Joe Craver, Doug Case, Nancy Vaughn, Executive Director Sharmaine Moseley

Absent: 2nd Vice Chair Taura Gentry, Kevin Herington, Sheila Holtrop

- I. Welcome/Call to Order: Committee Chair Maria Nieto-Senour called the meeting to order at 10:12 a.m.
- II. Purpose of Recruitment & Training Committee Meeting – Committee Chair Maria Nieto-Senour waived the reading of this statement since there was no one from the public in attendance.
- III. Non-Agenda Public Comment: None
- IV. Approval of the April 18, 2019 Committee Meeting Minutes (**Maria Nieto-Senour**): The minutes were reviewed.

Nancy Vaughn moved to approve the minutes. Maria Nieto-Senour seconded the motion. The motion passed unanimously with a vote of 4-0-0.

Nieto-Senour (yes), Case (yes), Craver (yes), Vaughn (yes)

- V. CRB Training Academy (**Committee Chair Maria Nieto-Senour**)
 - A. Implementation Process/Procedure – Executive Director Moseley informed the Committee that the Mayor cannot appoint candidates to the Academy. Once a person is appointed by the

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Mayor and confirmed by the City Council, the person has the same rights as all the members of the CRB which would include voting rights. Doug Case provided a history to the Committee as to how the intent of the Academy was to replace the Prospective Member classification and training component of the CRB. The Committee discussed who will select the candidates for the Academy. The protocol should require that the candidate complete the Academy prior to being appointed by the Mayor. The problem is if the person is appointed to the Academy then they will not have access to IA. The other concern is if the person goes through all the training and then not get appointed to the Board by the Board.

Possible Process – The Mayor and Council should forward the names of interested candidates to the Committee for training in the Academy. The Committee selects the candidates to go through the Academy. The Executive Director will contact those individuals who are interested. The names will be forwarded to the Recruitment Committee. The Recruitment Committee will select who they will interview. Based on the interviews, the Recruitment Committee will develop a list of names for the Academy. The Recruitment Committee will need to inform the candidates that once they go through the training, they will be considered for appointment by the Mayor.

The Committee agreed to invite Office of Boards and Commissions Director Joel Day to its next meeting to discuss their concerns.

Nancy Vaughn agreed to work with Maria Nieto-Senour in drafting a procedure to send to the Committee prior to the meeting with Joel Day. At that time, the Committee will discuss and revise the procedure.

At this point, Joel Day walked into the room. The Committee acknowledged Joel Day. Maria Nieto-Senour explained to Joel

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Day that the Committee is struggling with the process in which people will be appointed to the CRB. She further stated that once the Mayor and Council appoints a person, the person has full voting rights. Joel Day agreed and further stated that there is no restrictions on the person's voting rights. Nancy Vaughn stated that the Committee wants them to be trained before they are appointed. Joel Day explained that there is a 4-6 month period in the selection and appointment process where candidates could be trained.

Joel Day proposed for the Committee to think about having a smaller 1st session training of the nuts and bolts of the CRB and process (10hr) and then hold a 2nd session after members are confirmed on case review, SDPD, etc.

Nancy Vaughn agreed to revise the Component Training to map it into 2 sessions based on Joel Day's suggestions.

The Committee agreed to schedule its next meeting on Tuesday May 21st from 10am-11:30am.

- B. Marketing/Outreach – The Committee Meeting adjourned prior to discussing this item. This item will be carried forward to the next Committee Meeting.**
- C. Timeline – The Committee Meeting adjourned prior to discussing this item. This item will be carried forward to the next Committee Meeting.**
- VI. Update on Interview Panel Improvements (Maria Nieto-Senour)– The Committee Meeting adjourned prior to discussing this item. This item will be carried forward to the next Committee Meeting.**
 - A. Revise Interview Questions**
 - i. Circulate to the CRB for input (Sheila Holtrop)**
 - ii. Validate Per Equal Employment Opportunity Guidelines for questioning (Sharmaine Moseley)**

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B. Involvement of Organizations to Participate on Panel

- VII. Status of Recruitment Script/Information Card (Taura Gentry) -**The Committee Meeting adjourned prior to discussing this item. This item will be carried forward to the next Committee Meeting.**
- VIII. Status of Recruitment Information Card (Taura Gentry) - **The Committee Meeting adjourned prior to discussing this item. This item will be carried forward to the next Committee Meeting.**

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- IX. Report on CRB Liaison for Local Leadership Training Programs -
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 - E. Mid-City Community Action Network Boards and Commissions Leadership Training Program - (**Chair Maria Nieto-Senour**)
 - F. LEAD San Diego Public Leadership Institute - (**CRB Chair Joe Craver and/or Doug Case**)
- X. Adjournment: 11:20 a.m.